

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	8 March 2022
Subject:	Annual Equality Report 2020/21
Purpose of Report:	To present the report for comment before it is submitted for delegated approval for publication.
Scrutiny Chair:	Cllr Gwilym O Jones
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service:	Rhys Hughes, Interim Director of Function – Council Business / Monitoring Officer
Report Author:	Ffreuer Owen, Policy and Welsh Language Manager
Tel:	01248 752561
Email:	FfreuerOwen@ynysmon.gov.uk
Local Members:	Not applicable

1 - Recommendation/s

The Committee is invited to provide comments on the Annual Equality Report 2020/21 before it is submitted for delegated approval by the Portfolio Holder for publication.

2 – Link to Council Plan / Other Corporate Priorities

To demonstrate our commitment to mainstreaming equality into the work of the Council - and in line with our 'One Council' approach to service delivery - we have sought to maintain close links between our Strategic Equality Plan for 2020-2024 Plan and the **Council Plan 2017-2022**. This annual equality report seeks to continue these links.

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

3.1 Impact the matter has on individuals and communities [**focus on customer/citizen**]

3.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]

3.3 A look at any risks [**focus on risk**]

3.4 Scrutiny taking a performance monitoring or quality assurance role [**focus on performance & quality**]

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

4 - Key Scrutiny Questions

1 – What steps have been put in place to ensure that children / vulnerable people do not experience inequality as a result of the Covid-19 pandemic?

2 – How is it intended to ensure that the socio-economic duty becomes an integral part of the Council's work?

3 – To what extent has the Council successfully achieved the equality objectives?

4 – What performance indicators or data are used to measure and monitor equality across the island?

5 – Background / Context

The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 must publish an annual equality report by 31 March in the year following each reporting period. The main role of the Annual Equality Report is to support the authority in meeting its general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The report must include employment data and progress reports against achieving the equality objectives identified in the Council's Strategic Equality Plan. The draft Strategic Plan for 2020-2024 was submitted to this Committee for observations on 4 February 2020 and was approved by the full Council on 10 March 2020.

In accordance with the requirements, the employment data in this year's annual report is based on the period between 1 April 2020 and 31 March 2021. The remainder of the report outlines progress up to December 2021, so as to provide a more up-to-date picture of the situation.

6 – Equality Impact Assessment [including impacts on the Welsh Language]
6.1 Potential impacts on protected groups under the Equality Act 2010
The purpose of this annual report is to look back at how the Council has met with its equality duties. This includes an outline of progress against work related to our priority to establish an effective corporate process to ensure the ongoing assessment of impact across services (Objective 8, Priority 8.2).
6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)
See above.
6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language
See above

7 – Financial Implications
Not relevant.

8 – Appendices:
Draft Annual Equality Report 2020/21

9 - Background papers (please contact the author of the Report for any further information):
Strategic Equality Plan 2020-2024



Isle of Anglesey County Council

DRAFT Annual Equality Report 2020/21

March 2022

How to contact us

We welcome any comments, suggestions or feedback about this Annual Equality Report. Please contact us:

E-mail: equality@ynysmon.gov.uk
Telephone: 01248 752520 / 752561

Democratic Services (Equality)
Council Business
Isle of Anglesey County Council
Council Offices
Llangefni
Anglesey
LL77 7TW

We are also happy to provide this document in alternative formats on request. Please use the above details to contact us.

Index

	Page
How to contact us	2
Introduction and Background	4
Equality Act 2010	4
Strategic Equality Plan (SEP)	5
Annual Equality Report	5
Council priorities	5
Identifying, collecting and using relevant information	6
Our Communities	6
Our Staff	7
Assessing Impact	15
Promoting Equality	16
Collaboration	16
Our Equality Objectives	17
Appendix 1 – SEP 2020-2024 Priorities: Progress as at December 2021	18
Appendix 2 – Gender Pay Gap 2021	40

Introduction and Background

The Equality Act 2010

The Equality Act 2010 is about ensuring fairness and protects the following characteristics (also known as 'protected groups'):

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief, including lack of belief
- Sexual orientation
- Marriage and civil partnership

The promotion and use of the Welsh language is not included within the Equality Act 2010 as this aspect is covered by the requirements set out in the **Welsh Language (Wales) Measure 2011**. However, it is important to include the Welsh language alongside the above protected characteristics to encourage a holistic approach to the needs of all communities in planning and delivering services.

The General Equality Duty

The Act places a General Duty on public bodies in carrying out their functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristics and those who do not.

Specific Duties

The Welsh Government introduced specific duties to help public bodies in Wales to meet the general duty. These specific duties include a requirement to develop and publish **equality objectives** and **Strategic Equality Plans** at least once every four years. **Annual equality reports** (ie this report) must also be produced by 31 March each year, the purpose of which is to demonstrate how we have met our general and specific equality duties.

The Socio-Economic Duty

The Socio-Economic Duty (Section 1 of the Equality Act 2010) came into force in Wales on 31 March 2021. The overall aim of the Duty is to deliver better outcomes for those who experience socio-economic disadvantage. The Duty will support this through ensuring that those taking strategic decisions:

- take account of evidence and potential impact through consultation and engagement
- understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage
- welcome challenge and scrutiny
- drive a change in the way that decisions are made and the way that decision makers operate

We set out how we prepared for the introduction of this new Duty in Appendix 1 (Objective 7).

Strategic Equality Plan

The Council published its third Strategic Equality Plan (2020–2024) in March 2020. The Plan and other documents can be found on our website.

Annual Equality Report

This is our Annual Equality Report, the main purpose of which is to demonstrate how we are complying with our equality duties.

The employment data within this report covers the period from 1 April 2020 to 31 March 2021. The remainder of the report includes an outline of developments up to December 2021 so as to provide a more up-to-date picture.

Council Priorities

Council Plan 2017-2022

The Council's aim, as stated in our Council Plan, is that we will be working towards an Anglesey that is healthy and prosperous where families can thrive. To fulfil this aim, the Council's objectives for 2017-2022 are to:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.

- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

We have sought to maintain close links between our current Strategic Equality Plan and the Council Plan 2017-2022, which informs the decision making process at all levels in the Council.

The Council also publishes:

- **An Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Council Plan.
- **An Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

Transitional Plan

A Transitional Plan was approved by the Council on 7 December 2021. The Plan outlines key priorities and aspirations, covering the period between the current Council administration and the new administration following the local elections in May 2022.

Maintaining and modernising critical community services such as care and education across the island is one of the Plan's three post pandemic strategic objectives.

Identifying, collecting and using relevant information

Our Communities

We believe that we are continuing to take positive steps to identify and collect relevant equality information. This information is included within a wide range of corporate and service strategies, plans and committee reports that are published on our website. Paper copies or other alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

We are committed to continuously developing and improving the information we hold about protected groups on Anglesey and will continue to work with our partners and involve people to achieve this.

Our Staff

Employment Information

The Isle of Anglesey County Council sees data as a vital tool in the fulfilment of its public sector duties in relation to employment to promote equality of opportunity, to help eliminate discrimination, harassment and victimisation. The Authority is constantly striving to collect accurate information on its staff and then analyse this data on the required protected groups through the electronic Human Resources system.

The data held relates to some 3,031 Council employees (including teaching staff) and consideration has been given to the protected characteristics of sex, age, ethnicity, sexual orientation and disability of current staff, where that information is known and has been shared with the Authority. There is also an analysis of those who have applied for vacant posts within the Authority below the current staff information.

The following information graphs outline the employment information currently available for the Isle of Anglesey County Council:

Note: It is not mandatory for employees or applicants to provide data regarding disability, race, religion or belief, or sexual orientation. The category 'unknown' in the following graphs indicates the number of individuals that have chosen not to provide any data regarding that particular protected characteristic.

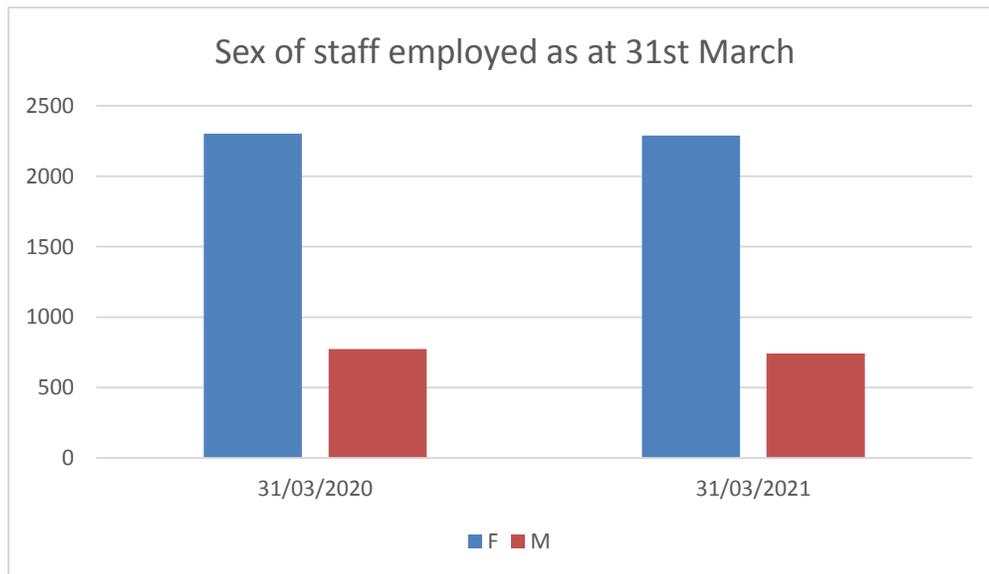
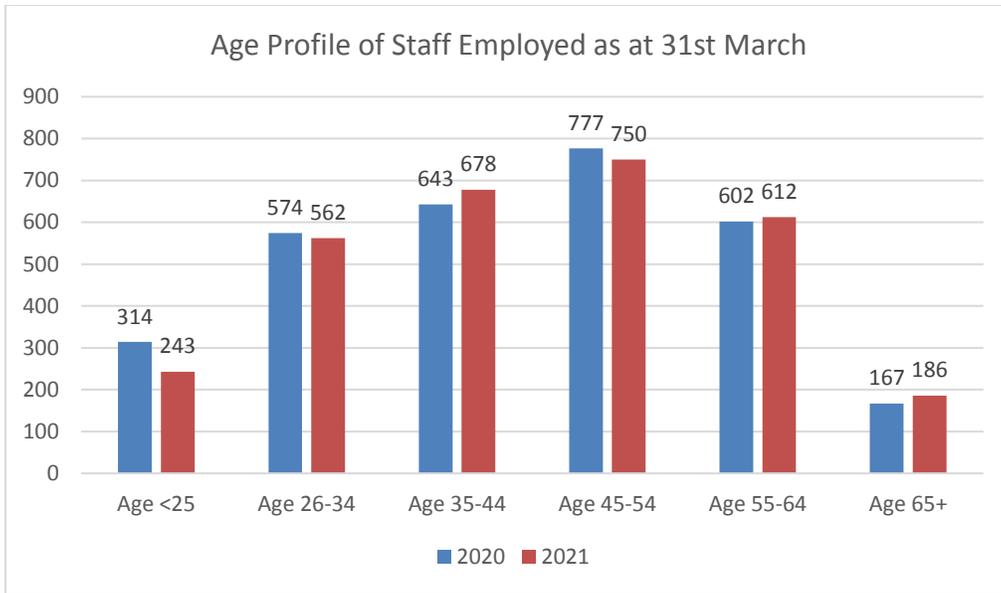
People employed by the Authority as at 31 March 2021

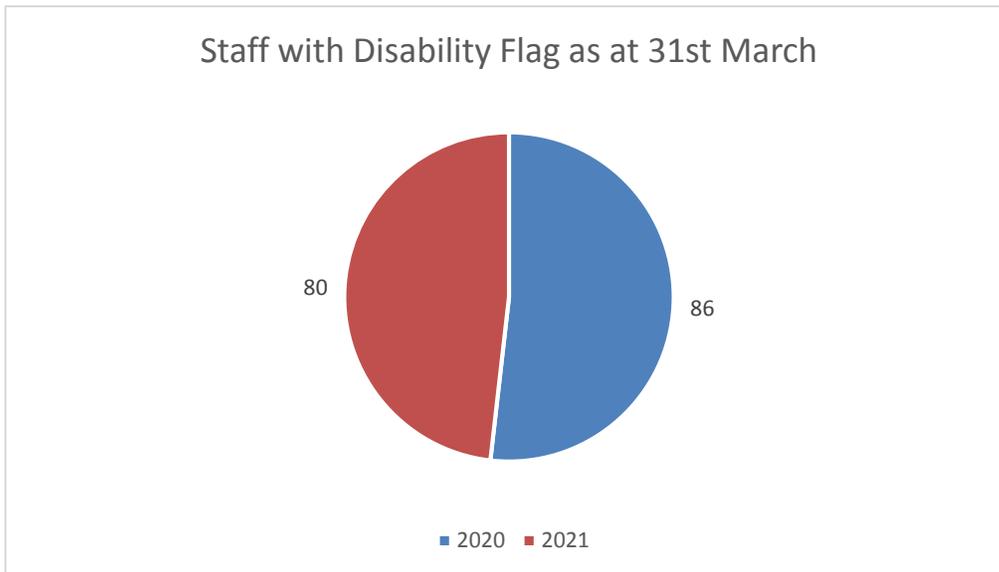
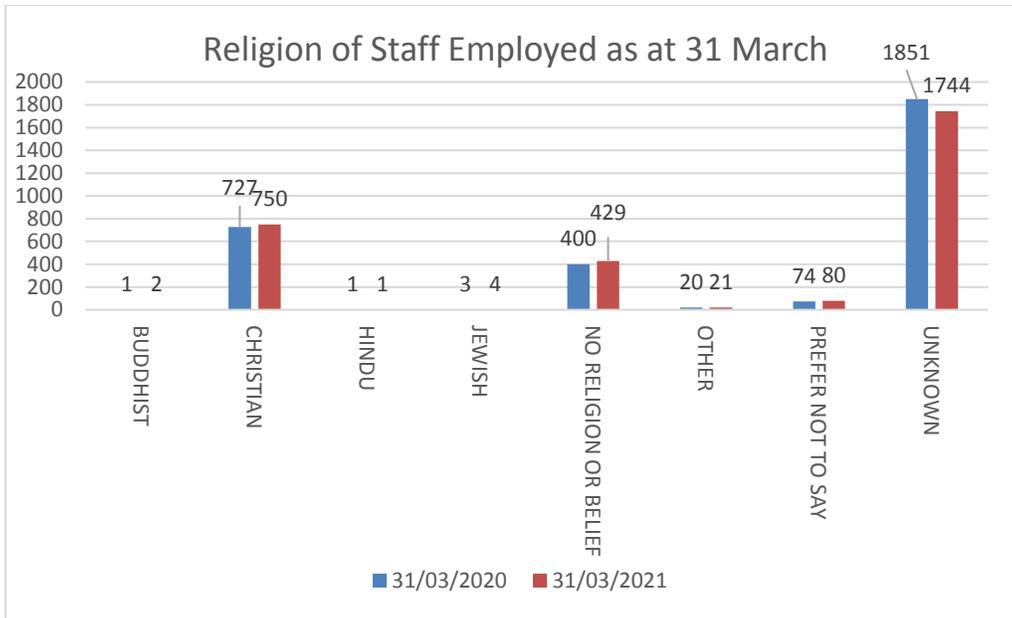
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
742	2289	3031	243	562	678	750	612	186	80	8	28

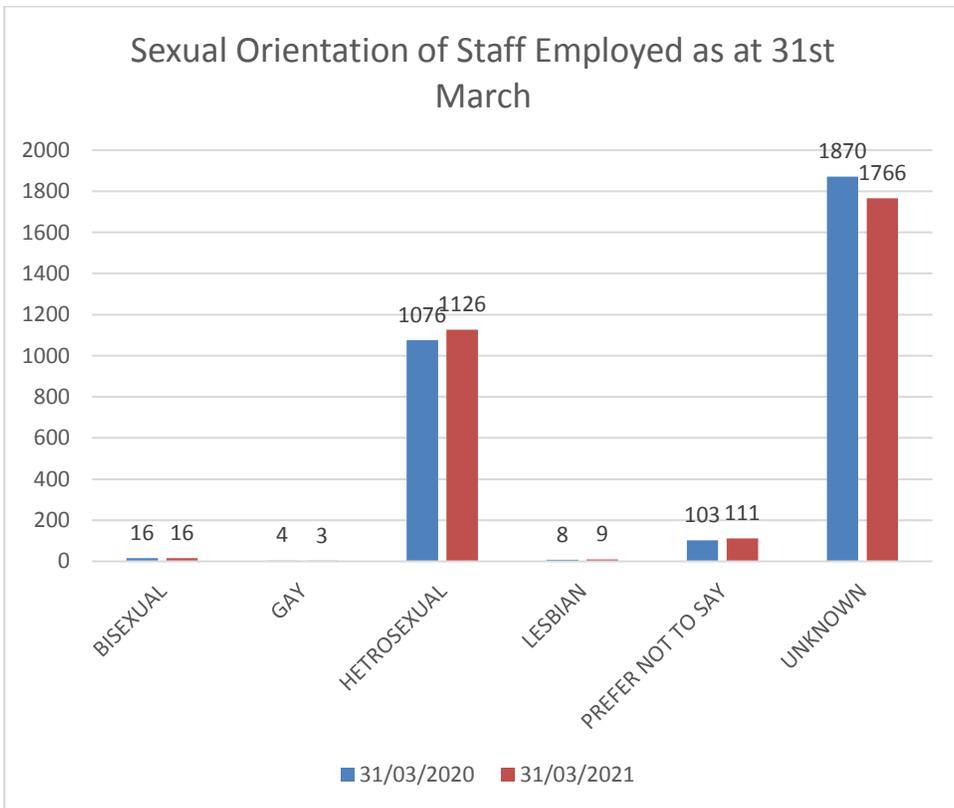
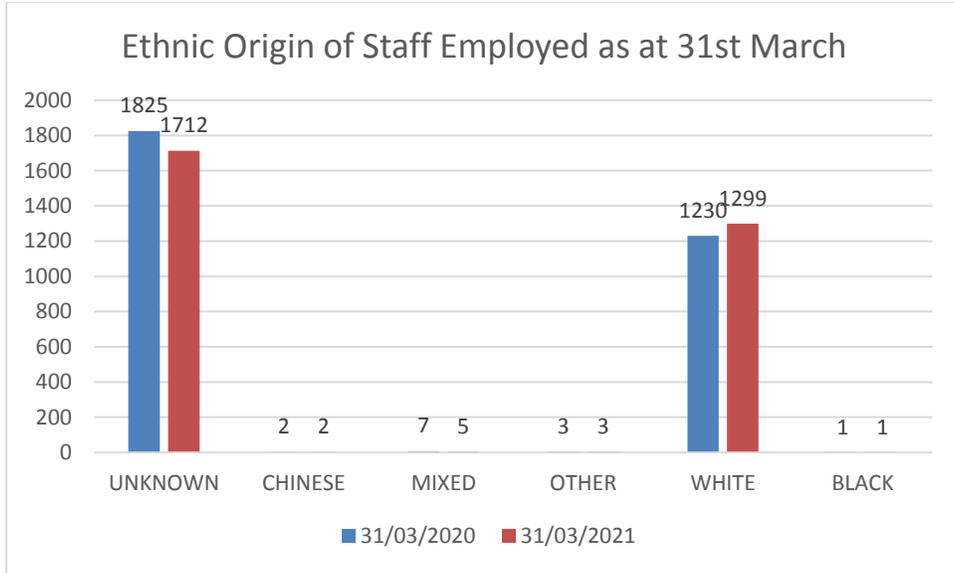
*Of those who have declared, this is the breakdown.

**BME – Black, Minority Ethnic

***LGB – Lesbian, Gay, Bisexual







Other information currently available includes the following;

People who have successfully changed position within the Authority in 2020/2021											
These figures will include those who have been promoted, changed roles at the same level or taken on second jobs with the Authority											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
106	429	535	104	144	122	103	51	11	11	0	9
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual</p>											

Training Data		
Training Completed	Male Completed	Female Completed
767	248	519

Grievance

There is a formal procedure for raising issues of concern that cannot be resolved informally. The table below contains information in relation to employees involved in formal grievance procedures either as a complainant or as a person against whom a complaint was made between 01 April 2020 and 31 March 2021 and is presented for each of the protected characteristics.

Number of grievances - 0	
Age	16-24 – n/a (not applicable) 25-34 – n/a 35-44 – n/a 45-54 – n/a 55-64 – n/a 65+ – n/a
Disability	n/a
Gender reassignment	n/a
Pregnancy and maternity	n/a

Race	n/a
Religion or Belief	n/a
Sex	Male - n/a Female - n/a
Sexual Orientation	n/a

Disciplinary

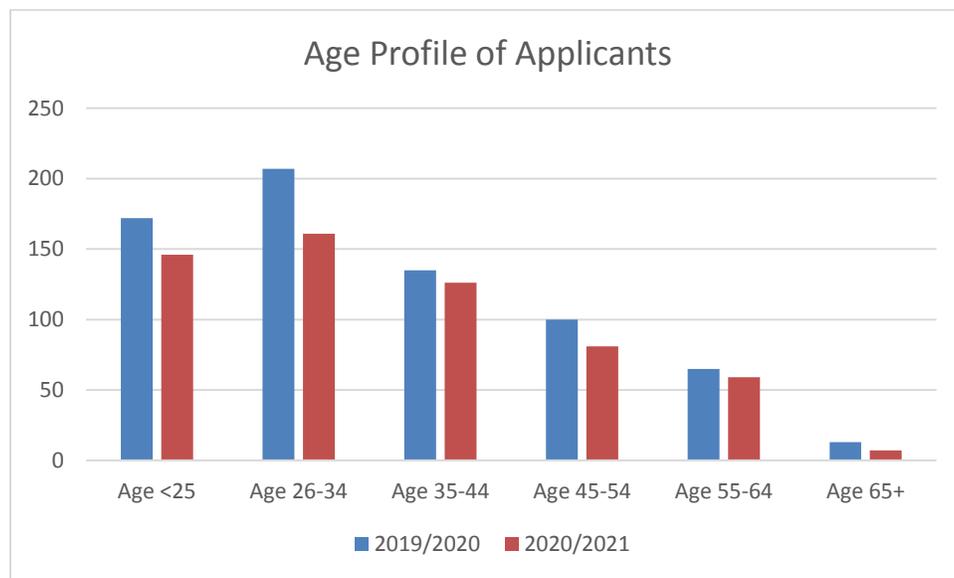
The table below contains information in relation to employees subject to disciplinary procedures between 01 April 2020 and 31 March 2021 and is presented for each of the protected characteristics.

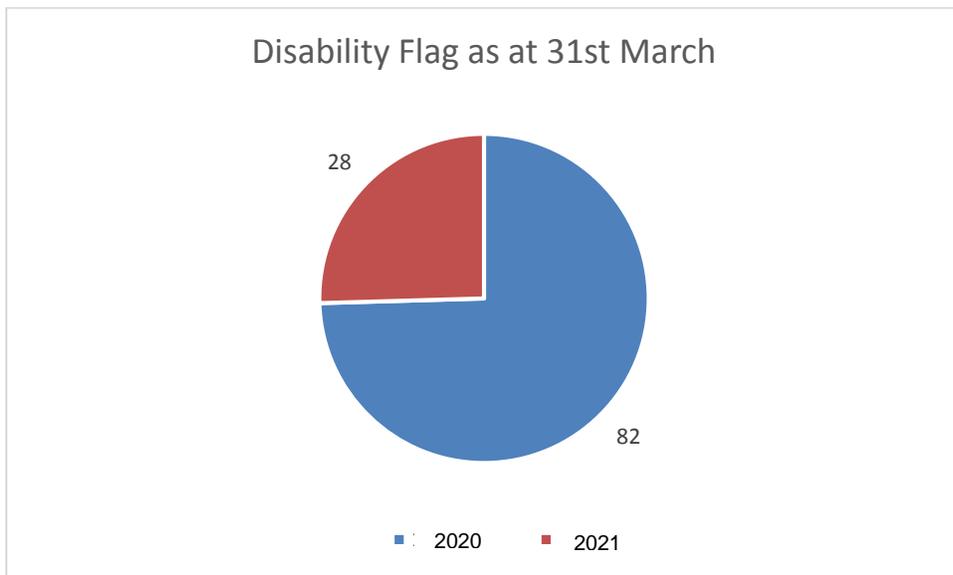
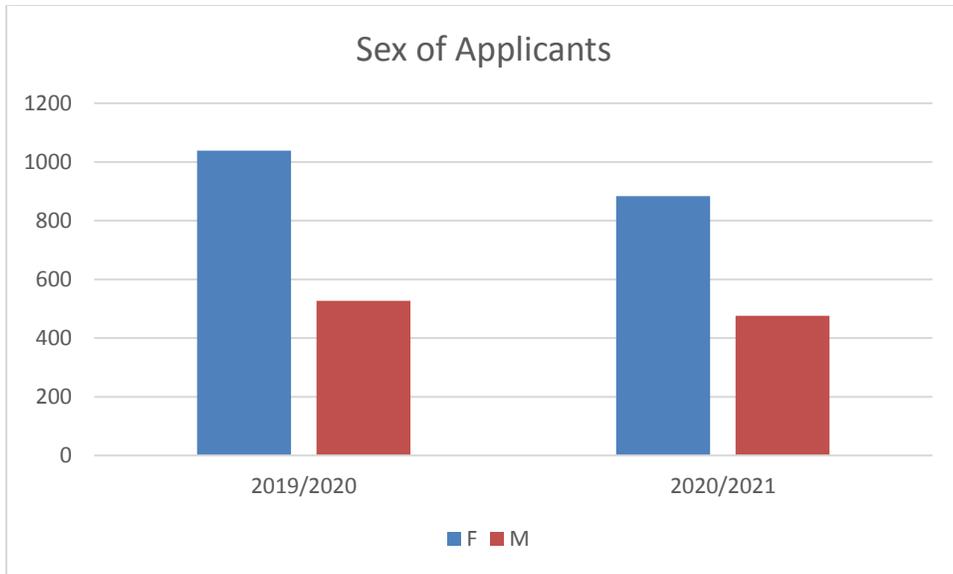
Number of employees subject to disciplinary procedures - 18	
Age	16-24 – 1 25-34 – 4 35-44 – 4 45-54 – 2 55-64 – 7 65+ – 0
Disability	Disability flag – 1 No disability – 1 (Information recorded for 2 out of 18)
Gender reassignment	None recorded
Pregnancy and maternity	None recorded
Race	White – 9 (Information recorded for 9 out of 18)
Religion or Belief	Christian – 3 No Religion or Belief – 5 Prefer not to say – 1 (Information recorded for 9 out of 18)
Sex	Male – 5 Female – 13
Sexual Orientation	Heterosexual – 9 Information recorded for 9 out of 18

Information in relation to Applicants to vacancies advertised within the Authority:

People who have applied for jobs with the Authority in 2020/21											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
476	884	1360	146	161	126	81	59	7	28	14	35

*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.
 **BME – Black, Minority Ethnic
 ***LGB – Lesbian, Gay, Bisexual





The Authority has a fully functioning online recruitment system which links a successful applicant's equality monitoring data automatically to their electronic personnel record. The form also includes an option for staff to note 'prefer not to say'. Moving forward, this means that the information of those who choose to provide their equality monitoring information is reflected in the workforce data.

The self-service system, My View, allows staff to update their own equality monitoring information, at their own convenience. Although there remains some gaps in this data, work has been undertaken around this. There is a commitment to carry on ensuring information held is as current as possible.

Training

In accordance with the People Strategy, the Council is committed to the development of employees and elected members as an integral part of ensuring that staff are skilled, trained and motivated to meet the challenging and diverse needs of the community. Training and development opportunities can involve qualifications and accreditations, classroom based learning, e-learning, blended learning, self-directed learning, shadowing and on-the-job learning.

In order to deliver services effectively, all staff and Elected Members need to be aware of the general and specific Equality Duties to ensure that it is considered in the work they undertake.

Due to the pandemic, adaptations were required to the planned training schedule and e-learning modules were promoted to ensure the information and knowledge was shared with relevant staff and Elected Members. This past year included:

- Equality in the Workplace e-learning module for staff and Elected Members (completed by 182 people)
- Section on Equality and Diversity delivered in the corporate induction for new employees

During the year, positive steps were made to further engage with trainers in order to expand on the training provision offered in order to be able to deliver virtual training sessions until such time that classroom-based training could safely resume.

Overall, the Authority continues to make positive steps towards promoting and developing equality and diversity within the organisation, and will continue to develop and evolve current methods to ensure progress continues.

Assessing for Impact

The Authority recognises the statutory requirement for undertaking equality impact assessments and training is available for any staff members who feel they require further guidance when using the Authority's Equality Impact Assessment templates. The aim is for this process to become mainstreamed into day to day work of policy-making, employment practice, service delivery and other functions carried out within the organisation. This appears to be moving positively with more areas recognising the need for the equality impact assessments and evidence demonstrating that the guidance and templates available are being utilised.

Promoting Equality

Examples of how we promote equality within our communities can be found in the 'Newsroom' section of our website:

<https://www.anglesey.gov.uk/en/Newsroom/Newsroom.aspx#/>

With regard to our workforce, this year's highlights include:

- **Workforce planning** embedded into business processes and monitoring workforce data is an integral part of this process.
- Continuing to be a **Disability Confident Committed Employer** through the Department of Works and Pensions, to demonstrate a commitment to employing, supporting and promoting disabled people in the workplace.
- The Authority has **mean gender pay gap** of 11.24% for the period 31/3/2021, which is a slight reduction on the previous year and remains below the national average.
- Creating **Hybrid Working Policy** to promote flexible working culture to balance business needs with work-life balance

Collaboration

The North Wales Public Sector Equality Network (NWPSSEN) is a group of equality officers from all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner. The group has been working together since 2010 when the Equality Act came into force. During 2011/12, NWPSSEN developed a set of shared objectives which every partner agreed to. These objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and 2020-2024.

NWPSSEN members will continue to work together to share good practice and make the most of the resources available.

Our 2020-2024 Equality Objectives

What we have done so far

Our 2020-2024 Strategic Equality Plan outlines our equality objectives, how we chose them and the actions identified to work towards achieve them. The Plan also includes some indicators of what we should expect to see if these actions have been completed successfully by 2024.

Appendix 1 gives an outline of the progress made as at December 2021. Despite some delays in some areas due to additional challenges of the pandemic, we believe that this information shows we are still on the right track.

Our commitment to equality is not confined to the objectives within the Strategic Equality Plan alone. Many more examples of how the Council contributes to improving the lives of people with different protected characteristics can be found in our Council Plan as well as other corporate and service plans and strategies.

What we intend to do next

We will continue to report annually on the progress we make and will take every opportunity to progress equality through our work at all levels within the Council to help us build a fairer society for all our citizens. We remain committed, within the capabilities and influence of the County Council, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and people who do not

March 2022

Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

This year's report is different from the usual practice as a result of the national agreement not to publish attainment performance data during the Covid period. Schools continue to monitor data internally and use this data to report on pupil progress during the year. The data is used by schools to plan specific interventions, to reduce any attainment gap, and the Governors' key role continues to be important in challenging this. Visits and meetings with school improvement support advisers have continued, and are supporting schools to scrutinise the data and support any further action.

Priority 1.1: We will reduce the educational attainment gap between different groups

1.1.1: Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen:

Over the course of the pandemic, urgent attention was given to ensuring that all pupils with Additional Learning Needs (ALN) had access to a laptop or other acceptable electronic equipment, to enable good blended learning. The schools, together with the support teachers, engaged with the pupils on a regular basis to ensure that pupils made appropriate progress with their tasks. The Anglesey and Gwynedd Strategy has a dedicated website to support and the site is available to schools, pupils and their parents - we continue to upload new resources on the website regularly.

During the reporting period, it was decided to undertake institutional assessments, which replaced the need for routine external examinations. This made comparing this year's results and performance with previous years difficult. In addition, pupil performance results at GCSE and A level are no longer published and therefore it is not possible to compare data between authorities in the same way as in the past.

Last year's Hwb grant was used to fund 2,700 Chromebooks. The Chromebooks were shared across Anglesey schools; and schools, welfare officers and the Learning Service worked together to ensure that the devices were shared with the relevant families who needed devices. This has ensured that pupils without devices are not disadvantaged and can continue to learn effectively during lockdown periods. 150 'wifi dongles' were also funded and distributed to families where wifi was not available in the home.

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2021

In addition to the Hwb grant, other additional grants have been allocated to try and ensure that schools can reduce learning and teaching gaps, including the Accelerated Learning Grant. This grant was used to create additional capacity within schools to support learners who required additional support following school closures.

School Action Plus	16	22	38	58	42	36	17	15	4		11		259
Statemented	4	5	14	2	8	26	13	17	6	3	3		101
Totals Overall	811	834	1400	1511	625	454	213	189	106	31	91	8	6273

1.1.2: Lessen the educational attainment gap between boys and girls achieving the Capped 9 points score at school leaving age, where it is more than 10% and to continue to address this issue across all schools:

Bearing in mind that there were no external "exams", careful attention was paid to institutions' assessment procedures and processes (Schools supporting one another and support available through WJEC). A range of grade assessment methods, including tests, as well as ongoing assessments, have been introduced to ensure that everyone is treated equally.

1.1.3: Implement plans to lessen the difference in performance of pupils who receive free school meals (FSM) and those who do not, through the effective use of Pupil Development Grant finance at individual school level:

Schools are carefully planning to use the Pupil Development Grant to ensure that pupils who are entitled to free school meals are not adversely affected by poverty. Each school operates a spending plan that shows the extra support given to this cohort of pupils to reduce the impact of poverty on achievement. The expenditure plan, resources and provision are discussed regularly with the GwE Support Adviser, who in turn cascades the information to the Authority through regular Quality Board meetings.

	A*	A	B	C	D	E	F	G	P	Q	U	X	Total
Non FSM	741	751	1229	1323	513	368	146	122	81	15	58	5	5352
FSM	70	83	171	188	112	86	67	67	25	16	33	3	921
Total	811	834	1400	1511	625	454	213	189	106	31	91	8	6273

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2021

Over the period of the pandemic, the number of pupils entitled to free school meals has increased. In March 2020 1,545 Anglesey pupils were entitled to free school meals, but by the end of December 2021 the figure had increased to 2,030. These figures show that the percentage of the number of pupils entitled to free school meals has increased by 31%.

With more FSM pupils on Anglesey schools registers, cross-departmental co-operation by the Authority has been effective in ensuring that this group of children continue to have provision for lockdown, self-isolation and school holidays. Working closely with the benefits department and schools, all FSM eligible families receive electronic cash payments directly into a bank account.

Priority 1.2: We will reduce identity based bullying in education

1.2.1: Assist schools to implement the recommendations of the Welsh Government's guidance *Rights, Respect, Equality*:

It is a statutory requirement on schools to report incidents of bullying each term to its Governing Body and the Authority. The School Safeguarding Annual Report to the Governing Body summarises the number of incidents of bullying per year in a school and clearly shows the different types of bullying incidents that have taken place, eg cyberbullying, racial, physical etc. The Authority receives a copy of the annual report from each school and monitors the cases by looking for trends. In the future the Authority is moving to an electronic system that will provide a live overview of the situation of bullying.

The Authority has held a briefing for School Heads to support them with their equality plans.

1.2.2: Distribute information to schools during the annual All-Wales Hate Crime Awareness Week (October):

Circulating information to schools during the All Wales Hate Crime Awareness week continues to be a great opportunity to bring this important issue to the attention of schools. Sharing resources such as Show Racism a Red Card, Schoolbeat.cymru and NSPCC resources enable schools to focus on the area. However, we point out to schools that awareness week is not an event that is then forgotten for the rest of the year. We encourage schools to ensure that these important themes receive ongoing cross-curricular consideration within our schools.

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2021

Three primary schools and three secondary schools have completed P4C training. The 6 schools that have completed P4C training are now being supported by the North Wales Regional Equality Network (NWREN) to develop resources and schemes of work that give appropriate attention to preventing hate crime and encouraging tolerance. This work is particularly relevant to the areas of learning and experience of Humanities and Health and Well-being. The schools involved in the project are complimentary of the training and the teachers appreciate the support available to them in delivering suitable classroom resources. The pilot has had a positive impact on raising the confidence of a specific group of teachers to deliver such sessions. However, it is premature to evaluate an outcome on pupils' skill development.

Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps

Priority 2.1: We will identify and address inequalities within recruitment, retention, training and promotion processes

2.1.1: Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies:

The consequences of the pandemic on working practices have continued this year. Staff have been encouraged to work from home where possible and in line with business needs. Following a staff survey, it was found that this flexibility has supported their work-life balance for some staff. However, other staff preferred the structure of an office environment. In line with best practice, a Hybrid Working Policy has been adopted and is expected to be launched in 2022.

Priority 2.2: We will identify and address any pay gaps between people with different protected characteristics

2.2.1: Continue to encourage more staff to provide personal information to enable the Authority to obtain a fuller picture of the number of Council employees by protected characteristic:

The Authority encourages staff to provide personal information and has created several channels to support staff to share this information. During the recruitment process, data from the successful applicant's application can be transferred to their employee electronic personal files when they start with the Authority. There is also an opportunity for them to confidentially update this information at any time, using the Authority's self-service system, My View.

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2021**

2.2.2: Analyse the workforce data year-on-year and produce annual reports of the information analysed - gender pay gap reports and employment information must be published annually by 31 March (reporting on data as at 31 March in the preceding year):

The annual workforce data has been collated and analysed, reporting data as at 31 March, 2021.

Similar to the analysis last year, there was an increase in the two highest ranges (55-64 and 65+). However, the most significant change has been a decrease in the lowest age range (under 25). It is positive to see the Authority is able to attract and retain experienced staff. However, there appears to be a need to focus further on attracting younger people to seek careers with the Authority. Due to the pandemic, it has not been possible to undertake the Denu Talent Scheme or attend careers events, which may somewhat account for this change.

Each Service has a workforce plan to analyse the workforce information and to address such matters as succession planning to ensure knowledge transfer and that suitably trained staff are available when staff wish to retire.

The gender profile again confirms the Authority employees significantly more females than males, which is consistent with the trend across many local authorities. The data regarding protected characteristics appears stable. This suggests further work is required to promote the self-service system to ensure all staff are aware of why this data is collated and the way in which it is confidentially retained and managed.

Objective 3: We will take action to improve the living standards of people with different protected characteristics

Priority 3.1: We will improve physical access to services, transport, the built environment and open spaces

3.1.1: Continue, where possible, to improve bus stops on the island to make them accessible

On-going work in improving bus stop facilities across the Island following Welsh Government funding in 2020/21 and 2021/22.

3.1.2: Continue to provide suitable dropped kerbs and tactile crossing facilities as part of footway improvement schemes:

Numerous pedestrian crossing points have been improved since the last review, funded from capital road safety grant and Covid-19 recovery fund. New dropped kerbs have been provided in eight locations across the Island together with the installation of three new zebra crossing points near school sites.

3.1.3: Respond as appropriate to complaints received by members of the public by using our powers under traffic management legislation to keep pavements and crossing points clear of obstructions caused by parked cars:

Patrols have been undertaken and parking enforcement action taken in response to calls received from the public of vehicles obstructing pedestrian crossing points. Also, ongoing work in preparation for the introduction of a national ban on pavement parking to be introduced by the Welsh Government in 2022.

Priority 3.2: We will continue to work towards ensuring more suitable and affordable homes in the right places to meet local needs

3.2.1: Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people:

Our Housing Services Occupational Therapist (OT) commenced employment in September 2020. The primary aims of this role is to advise and support existing Council tenants and incoming tenants concerning to health & wellbeing needs and adaptation requirements within various work streams internal to Housing Services.

Housing Services OT ensures value for money and making the best use of existing and future Council Housing and Registered Social Landlord (RSL) stock on Anglesey. Emphasis is given to void turnaround days to ensure void days are kept to a minimum. This role and function can support a number of work streams within Housing Services, as detailed in last year's Annual Equality Report.

To date, circa 250 applicants on the housing register have been assessed for medical banding. This includes individuals with mental health and physical health challenges.

Housing Services have provided two houses for Children's Services to use as Small Group Homes (Cartrefi Clyd Môn) and are currently in the process of acquiring two further properties to enable Social Services to fulfil their accommodation requirements for clients currently placed out of county.

The sheltered housing and older people's survey has been completed, with a 44% response rate. This response rate is recognised as a positive aspect of allowing Housing Services to further develop accommodation approaches with tenant and community wellbeing being forefront of our service delivery.

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2021**

3.2.2: Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA), in accordance with the HRA Business Plan and annual HRA budget:

Accommodation for specific groups, for example older people, people with mental health issues is included as a priority in the HRA Business Plan.

Housing Services continue to invest in both minor and major adaptations for Council properties. The service works closely with both Children's and Adults Services to forward plan potential need and demand for adaptations, ensuring we intervene as early as possible for the benefit and wellbeing of our residents with Health and Wellbeing needs.

3.2.3: Continue to monitor quarterly performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement:

National Performance Indicator Results		2021-22						Target 2021-22	Performance
		Qrt1			Qrt2				
Ref	Indicator	April	May	June	July	Aug	Sept		
PAM/015	The average number of calendar days taken to deliver a Disabled Facilities Grant			178.54			177	170	↑
PAM/015	The average number of calendar days taken to deliver a Disabled Facilities Grant for								
	A) Children and Young People			132.25			132.25	300	
	B) Adults			186.91			-	170	

Objective 4: We will improve health, wellbeing and social care outcomes

Priority 4.1: We will increase the number of people in all sectors of the community, particularly under-represented groups, choosing healthy lifestyles

4.1.1: Progress actions to achieve the Insport Gold Award by April 2021: Achievements so far include:

- Over 70 Leisure staff completed the DSW on-line Autism course.
- All swimming teachers completed Aquatics Disability Inclusion Training.
- Inclusive sailing club based at Conwy Centre (S.E.A.S.) gained a grant to adapt boats for disability use. The Club was put forward for a Disability Sport Wales Award and gained coverage on the BBC 'Countryfile' programme.
- Summer care centres in the community became a priority due to Covid-19. Leisure staff worked in partnership with Social Services and Youth Services to run six centres for vulnerable children, including some with conditions such as autism, dyslexia and learning difficulties.
- Consultation exercise completed: survey questions distributed to the following groups:
 - Disabled clients on the Ynys Mon Exercise Referral Scheme;
 - Pupils and staff of Canolfan Addysg y Bont;
 - Members of Môn Independents Disability Club;
 - All insport clubs registered on the Ynys Mon database;
 - Shared on Môn Actif social media and hard copies available at leisure centres.

From the survey, aims for Gold Award have been set as follows:

- Improve services for disabled people on Anglesey.
- Give disabled people (and the services that support them) an opportunity to 'have their say'.
- Identify any gaps in disability provision on the island.
- Expand provision of inclusive sport on Anglesey by working with identified national governing bodies to achieve this.

The main actions for 2022 will therefore be to:

- Set up disability sports forum.
- Map current opportunities against location and impairment groups.
- Work with 6 national governing bodies to expand provision on the Island.

4.1.2 Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:

- Percentage of NERS clients who complete the exercise programme (50% and above)

232 people have attended their first session on the Exercise Referral scheme. Of these, 55 have gone on to complete the scheme. This number is growing weekly as more people come to the end of their 16 week programme. Due to Covid-19 the scheme was put on hold for most of the year.

- Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above)

Of those who completed the scheme, 62% reported an increase in fitness, with 31% staying the same/not decreasing.

Although we have not met the target during Q3, it is positive that the numbers are improving and that we are either above or equal to the national average. More people will complete the scheme in the next quarter as referral rates increased towards the end of Q2.

Also linked to this work, we have managed to gain two extra members of staff in recent months that work specifically with clients with dementia and clients that are overweight.

Priority 4.2: We will create the conditions for individuals to improve their health and wellbeing

4.2.1: Work in partnership with primary care providers in Anglesey as part of a pilot scheme to raise awareness of the annual health check service for people with learning impairments:

The Learning Disability Mortality Review in 2018 study identified that adults with learning disability die on average 20 years younger than the average population. The Welsh Government has set a target of 75% for annual health checks. Anglesey was on 14% and are working with the Health Board to target and improve this uptake. This has been hindered by Covid-19 but will need to be reviewed. Prior to the Covid-19 pandemic work, was undertaken with GPs in Anglesey to identify the barriers to the carrying out of health checks to pilot how to overcome these barriers. Key themes that emerged included:

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2021

- the need to have an accurate and up to date citizen register
- the need for regular contact between the Practice and the Health Liaison Team
- easy access to accessible information about Annual Health Checks, and
- training for practice staff.

Unfortunately, due to the pandemic, there was a need across health services to divert resources to other areas to support the response. As GP practices were not carrying out Annual Health Checks or receiving any training because of their response to the pandemic and were only dealing with urgent cases, Anglesey's pilot was unable to continue. On review, as of 2021, there are now up to date GP registers in all GP surgeries in Anglesey. There are a number of health education films co-produced with Health Liaison, Conway Connect and TAPE, which have been scripted and co-produced with citizens. There are 15 Health Check Champions (peer educators) in North Wales. These are citizens who are taking part in a project to educate other citizens in what to expect when they go for a health check and to encourage them to go for an annual health check. There are a number of dates for any citizen to attend these sessions in 2022. This area of work will be reviewed in 2022 with a view to progressing.

4.2.2: Continue to promote the proactive offer of services through the medium of Welsh:

There is an expectation that services through the medium of Welsh is proactively offered to customers across all areas of Social Services.

Services continue to monitor and ensure that there are Welsh-speaking staff across all areas of the services, in order to be able to provide Welsh-medium services across all areas.

Services continue to encourage staff who are learning Welsh to participate in relevant training in order to develop their language skills.

Raising awareness of More than Just Words, the Welsh Language Standards and the requirements of the Customer Service Charter continues to be a required element of all departmental staff inductions.

All staff on the email system have been sent a written reminder of the importance of answering telephones bilingually and offering the choice to communicate through the medium of Welsh, and respond in accordance with the customer's language preference to any correspondence, in line with the Council's Customer Service Charter.

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2021**

Work is being done to develop methods to monitor and record the pro-active offer and language choice of service users by deriving statistics from the electronic case records system.

Social Services have received some compliments during the year regarding the provision of services through the medium of Welsh.

Objective 5: We will improve personal security and access to justice

Priority 5.1: We will increase the reporting of hate crime and harassment, and take steps to reduce incidents of hate crime and harassment, including online abuse and bullying.

5.1.1: Continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week (in October):

The Community Cohesion Team prepared a hate crime podcast for broadcast on Community Radio stations across Wales following an All-Wales workshop held during the hate crime awareness week.

The Council continues to work with partners across North Wales, during the annual All-Wales Hate Crime Awareness Week and throughout the year, to raise awareness of hate crime and promote reporting to North Wales Police or Victim Support. See also action 1.2.2, for an outline of what is happening in the island's schools to raise awareness and tackle hate crime.

5.1.2: The multi-agency Hate Crime Working Group to develop and implement a hate crime action plan in order to improve reporting and support individuals who are victims of hate crime (in accordance with the timescales set out in the hate crime action plan):

Hate Crime reporting is an ongoing area of responsibility for our Housing Officers, Community Cohesion team, Victim Support and North Wales Police. We continue to promote methods of reporting these crimes and increase the general understanding on the types and symptoms of hate crime within our communities.

Priority 5.2: We will ensure that the Council's members and officers are equipped to discharge their safeguarding duties effectively, through safeguarding training at a level commensurate with their roles and responsibilities

5.2.1: Use the Policy Portal to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy:

The Corporate Safeguarding Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted every two years by staff with Council email account. It was first made available for acceptance in December 2018 and compliance is monitored by the Corporate Safeguarding Board.

Re-acceptance is overdue, but the policy will be re-introduced for acceptance once it has been reviewed and updated to incorporate the requirements of the Wales Safeguarding Procedures 2019. In the meantime, the current policy is still available and is automatically assigned within 24 hours to any new staff added to the electronic service groups.

5.2.2: Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board:

The rolling programme for safeguarding training continues to provide staff with the essential information required for their role. Staff are invited to attend the relevant training for their role every three years, namely General or Basic Safeguarding. There is also a more specialist and tailored programme for Social Services staff which includes sessions on a regional footprint. A number of e-learning modules are also available – Prevent, (88%) VAWDASV (84%), Modern Slavery (89%) – and compliance across the organisation (not including schools) in their completion is good. Ask and act Group 2 training (part of the VAWDASV national training framework) is being rolled out.

We have reviewed the Corporate Safeguarding Training Framework to ensure that we are in line with and are making the best use of the regional and national resources that will be made available to support the implementation of the Wales Safeguarding Procedures 2019.

Social Care Wales have launched a new online safeguarding module primarily aimed at those working in the public and voluntary sectors. This module is now available for all staff to view and complete on Learning Pool.

Priority 5.3: We will increase awareness in vulnerable communities around fraud

5.3: Continue to work with partners to raise awareness and provide education to local communities on how to deal with cold callers, doorstep crime, face to face fraud and general consumer disputes:

As a result of re-prioritising the work plan in order to continue to deal with the Covid-19 pandemic, progress has unfortunately been limited again this year. However, the Team has recorded and dealt with 86 complaints / enquiries concerning scams. Also:

- 48 letters and information packs were sent to consumers recognised as “victims” via the National Scams Hub.
- Several ‘No Cold Calling’ stickers were sent to vulnerable individuals living either inside or outside a No Cold Calling Zone.
- Warnings and messages were posted on social media concerning cold callers and rogue traders.
- Work was carried out with partner agencies (Social Services and Police) to identify needs of potential victims of scams.

The Consumer Advice Team within Trading Standards received approximately 800 complaints, enquiries and requests for advice from our partners at the Citizens Advice Consumer Service, which led to further investigations and interventions for consumers in disputes.

Objective 6: We will increase access to participation to improve diversity of decision making

Priority 6.1: Decision-making bodies become more representative of the communities they serve

6.1.1: Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections:

This Council, along with all councils in Wales, has adopted a declaration to increase diversity amongst candidates standing to be elected councillors.

Information about the role of councillors will be shared widely over the coming months to attract individuals from under-represented groups to stand for election. Information will be available on the Council's website and virtual sessions for prospective candidates will be held in the new year.

6.1.2: Make use of positive action as part of the process of recruiting co-opted members:

Four of the Council's committees include co-opted members, who are recruited for fixed terms to represent a specific area of interest or issue of consideration.

The Local Government and Elections (Wales) Act 2021 requires that a third of Governance and Audit Committee membership must be lay members. For Anglesey, this means that the number of lay members required on the Committee will increase from two to four.

The Council participated in a Welsh Local Government Association (WLGA) Task and Finish Group to develop an application form and advert for the recruitment of lay members, as well as a national programme of promotion. The advert went live on 10 October 2021 on the WLGA's website, which directed potential applicants to the Council's dedicated web page. The vacancies were widely advertised, including media outlets that younger people were likely to access, such as Facebook and LinkedIn, in accordance with the Council's duty to attract under-represented groups.

The outcome of the recruitment process will be outlined in our next annual equality report.

Priority 6.2: Consultation and engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups

6.2.1: Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics:

6.2.2: The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services:

Due to the impact of the Covid-19 pandemic, the joint engagement and consultation board remained static until December 2021 when it was re-established under the direction and leadership of the Deputy Chief Executive. The said checklist continued to be used amongst Council services dependent on topic.

The engagement and consultation activity has obviously been restricted to electronic means since Covid-19 began but there is scope to anticipate that local engagement work will be refreshed and delivered in an updated manner taking into account the benefits of digital and the necessities of face to face discussions in a hybrid manner. It is envisaged that this will develop as 2022 progresses under the direction of the re-established joint engagement and consultation board.

6.2.3: Continue to work on engagement with our regional partners (as members of NWPSEN) by making the most of resources available to us:

NWPSEN has been working together since 2010 when the Equality Act came into force and a number of regional engagement activities have taken place to inform our Strategic Equality Plans since then.

NWPSEN members have continued to meet regularly online during 2021 to share information and good practice.

Objective 7: We will develop our knowledge and understanding of the socio-economic duty to identify the key areas of impact to be addressed under each objective

7.1: Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business:

Virtual sessions were held in April 2021, to share information on the Socio-Economic Duty with relevant officers. The Council also used its electronic policy management system (Policy Portal) to ensure that managers and relevant staff had read, understood and accepted a briefing a briefing paper on the requirements of the Socio-Economic Duty. A compliance rate of 93% was reported to the Governance and Audit Committee on 21 September 2021 and all officers within the group as at November 2021 had completed this task. (89 officers).

7.2: Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage;

Revised templates for Executive and Scrutiny Committee reports were introduced in April 2021 and now include specific sections to record any implications related to equality, Welsh language and the Socio-Economic Duty. Corporate guidance and templates for carrying out impact assessments were also revised accordingly and have been available on the Council's intranet since April 2021.

7.3: Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty:

See above

Objective 8: We will improve the Council's procedures to ensure fairness for all

Priority 8.1: A staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement

8.1.1: Continue to raise awareness of equality and diversity amongst Council staff during corporate induction sessions and by requiring staff who have Council email accounts to read, understand and accept the Equality and Diversity Policy:

The Equality and Diversity Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted every two years by staff with Council email accounts. The policy has been available for acceptance since July 2019 and is automatically assigned within 24 hours to any new staff added to service groups. It was re-introduced for acceptance in August 2021 and the overall compliance rate as at the end of November 2021 was 94%.

8.1.2: Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified:

Equality and Diversity training remains a key component of the corporate training programme. Due to the pandemic, training has mainly been delivered through e-learning this year. Staff can access equality training through the Equality in the Workplace e-learning module available on Learning Pool which can be accessed by any device at work or at home. Plans are in place for virtual sessions facilitated by a trainer to be held on relevant topics such as Unconscious Bias and Equality Impact Assessments.

The Annual Appraisal Process provides structure to collating staff training needs and relevant training is provided annually in response to this and other corporate priorities or legislative requirements.

Priority 8.2: An effective corporate process is established to ensure the ongoing assessment of impact across services

8.2.1: Continue to provide support and development opportunities for members and officers to ensure that they have sufficient information about their duties towards people with protected equality characteristics:

In addition to the equality and diversity training, there is an opportunity for relevant staff and Elected Members to attend equality impact assessment training. The session provides further information regarding the Public Sector Equality Duty and its relation to the need to assess for impact on equality.

The Member Development Strategy states that the Council will provide Elected Members with flexible and responsive training and development that is based on individual and organisational need. Both equality and diversity and assessing for impact on equality remain a key part of the training provision provided to Elected Members.

8.2.2: Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty:

- Scrutiny reporting templates
- Corporate EIA template and guidance.

Please see Objective 7.

8.2.3: To support decision-making in the context of the Wellbeing of Future Generations Act:

- Review the Questioning Strategy for scrutiny members
- Develop a set of stock questions for scrutiny members, based on the Future Generations Framework for Scrutiny produced by the Future Generations Commissioner for Wales

The questioning strategy for scrutiny members was reviewed during 2020 as part of a review of our local scrutiny development programme and captured in the Annual Scrutiny Report 2019/2020.

Isle of Anglesey County Council Gender Pay Gap 2021

The Isle of Anglesey County Council (IOACC) is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 31st March 2021 and includes statistics for all Council employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 11.24%.
- The median gender pay gap for Isle of Anglesey County Council is 14.65%.

As IOACC does not pay bonuses to its employees any gender bonus gap indicators are not applicable.

What are the underlying causes of Isle of Anglesey County Council's gender pay gap?

Isle of Anglesey County Council supports the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex. All job roles are evaluated as necessary to ensure a fair structure. IOACC is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work and is pleased to report that its mean gender pay gap, at 11.24% is below the national average of 14.9% (ONS ASHE Provisional figures 2021).

IOACC's gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles while women are more likely than men to be in front-line roles at the lower end of the organisation. A higher percentage of part-time workers are women and women are still more likely to have unpaid caring responsibilities than men. Men continue to dominate some types of highly paid jobs while more women continue to be employed in occupations such as caring and cleaning, roles which do not score high within job evaluation schemes thus are afforded lower grades of pay. Women are also more likely than men to have had breaks from work that may have affected their career progression.

This pattern from the UK economy as a whole is reflected in the make-up of IOACC's workforce, where the majority of its employees are female and a large proportion of these work part-time hours in jobs which are afforded a lower level of pay, such as front-line social care, cleaning, etc.

How does IOACC's gender pay gap compare with that of other organisations?

The vast majority of organisations and Local Authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2021 figures) was 14.9%. At 11.24%, IOACC's mean gender pay gap is below the UK average figure.

What is IOACC doing to address its gender pay gap?

Although its gender pay gap is below the UK average, IOACC remains committed to continuing to reduce its gender pay where it can. The Authority recognises that its scope to act is limited as pay scales are agreed nationally and there is therefore no direct control over salaries. IOACC does not operate any performance related pay or bonus schemes. The Authority recognises that the pay and grading of all jobs must be fair, transparent and non-discriminatory. It operates a Job Evaluation scheme adhering to equality principles and maintaining integrity and fairness of its pay and grading structure on an ongoing basis.

The Covid-19 pandemic has resulted in new ways of working for the authority and it is hoped that this will increase flexibility and remove barriers to progression for women and the whole workforce. Flexible and family friendly policies will ensure that IOACC can attract and retain staff. The Authority has taken steps to promote gender diversity in all areas of its workforce and continues its gender monitoring to identify any barriers to gender equality e.g:

- Monitoring areas such as the proportions of men and women applying for jobs, being recruited, and gaining promotions;
- the numbers of men and women in each role and pay grade;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the take-up of flexible working arrangements by gender and level;
- Reviewing its flexible working and other family friendly policies;
- Reviewing its recruitment and retention strategies and establishing different methods to attract talent;
- Monitoring Equal Pay information;
- Monitoring adherence to Job Evaluation processes;
- Reviewing terms and conditions regularly with the recognised Trade Unions.

None of these initiatives will, in isolation, remove the gender pay gap and it may be several years before we see a significant impact. The Authority is committed to continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress that it is making.